Dare to Prepare

Indiana's Warrant Officers

29JAN13

Background

- Indiana has historically struggled to fill its Warrant Officer ranks. Over the last few years we've made great strides through actively identifying and recruiting qualified applicants.

- Unfortunately, we've hit a plateau now in regards to recruiting and we're struggling to find fully qualified applicants due to Soldiers not possessing the required prerequisites.

Background

- A majority of these prerequisite deficiencies include completion of required NCOES and less than “Among the Best” ratings on NCOERs.
- Indiana is currently ranked among the bottom 10 in the 54 states and territories based on authorized vs. assigned strength.
- The INARNG is currently filling only 64% of it’s assigned WO Positions.

Mission Statement

The Warrant Officer Strength Management Team conducts Operation Dare to Prepare from FY13 - 17 targeting INANRG Soldiers to become Warrant Officers with the intent to meet or exceed 100% Warrant Officer Strength from 01AUG12 – 30SEP17.

What is Dare to Prepare?

- Dare to Prepare is a comprehensive and aggressive three to five year plan targeting traditional Soldiers.

- It is designed to meet or exceed 100% Warrant Officer Strength within three to five years.

What is Dare to Prepare?

- It is a systematic plan that…
  - Mentors
  - Develops
  - Tracks Progress

Resulting in Commissioned Warrant Officers in your Ranks.

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Mentorship

- Once a potential leader is identified, they are enrolled into the “Dare to Prepare” program.

- After enrollment, BN & Unit Commanders will mentor future Commissioned Warrant Officers within their commands.

- OSR’s & WOSM’s mentor applicants throughout process to ensure progress is being made towards fulfillment of individual Plans of Action (e.g. ATRRS schools).

Development

- Unit Commanders, First Sergeants, & Full-Time Staff ensure that Candidates attend NCOES and prerequisite schools.

- NCO Support Channel ensures Candidates receive quality NCOER’s and leadership experience that they desire.

Measurable Progress

- Centrally managed personnel tracking database will allow key stakeholders to receive:

  –Real time data on D2P Program
  –By name updates
  –Timelines for each Candidate's progress through program
  –Projected commissioning dates
  –Tracking numbers
  –Transparency for units & Team OP.

Execution & Concept of Operations

- Phase 1: Brief Battalion Commanders and above.

- Phase 2: Brief units throughout state.

- Phase 3: Identify eligible Soldiers and track candidates from entry into D2P Program through commissioning.

Phase 1: Brief Commanders

- This phase begins with the initiation of commander briefings and ends once all senior commanders have been briefed throughout the state.

- Brief Battalion Commanders and above.

- Foster partnerships with senior commanders throughout the state.

- This phase will run from 01AUG12 – 28FEB13.

Phase 2: Brief Units

- Phase begins with initiation of unit briefs and ends once all units have been briefed.

- Educate all INARNG Soldiers on the benefits of participation in the D2P Program.

- Raise visibility of Warrant Officer Corps at the Soldier level.

- Identify Combat Arms Soldiers willing to re-class to Feeder MOS’.

- This phase will run from 01MAR-31MAY13.

Phase 3: Identify Candidates

- This phase will begin with units identifying potential candidates and will culminate in a Warrant Officer Symposium for all D2P participants.

- Phase 3: Identify & track eligible Soldiers.

- Develop specialized Plan of Action for each Soldier—Path to Commissioning.

- Broaden awareness of

E-4 Path to Commissioning

- SPC (P) John Garrett is a 92G with WLC and a 110+ GT Score.

1. FY13: Promote to E-5
2. FY13: Slot as First Cook
3. FY14&15: Rate accurately to performance on NCOER's
   --Receives "Among the Best" ratings
4. FY14: Attend ALC
5. FY 15: Receive Pre-Determination Approval from Ft. Lee
6. FY15: Attend WOCS
7. FY 15: Commission as WO1

E-6 Path to Commissioning

- SSG James Goins is a 91B with WLC and a 105 GT Score.

1. FY13: Attend ALC
2. Re-take ASVAB and receive 110+ GT score
3. FY13: Rate accurately to performance on NCOER’s
4. FY 13: Receive Pre-Determination Approval from Ft. Lee
5. FY14: Attend WOCS
6. FY 14: Commission as WO1

Phase 3 (cont.): Tracking

- Candidates are tracked from entry into D2P Program through commissioning.

- Tracking takes place at BN, OSR, and WOSM levels.

- Tracking enables each command to forecast projected Warrant Officer position fills.

- This phase will run from 01OCT12 – 30SEP17.

Phase 3 (cont.): Tracking

- OSR's, WOSM's, and BN S-1's will ensure that all D2P Candidates are tracked in a centrally managed personnel tracking database.

150 Unit Tracking Spreadsheet Example

Company	Contact	1/1	1/8	1/15	1/22	1/29	2/5	2/12	2/19	2/26	3/5	3/12
Visitors Bureau	Bryanna Moore	80		80	90		100					
Health Sciences Consortium	Amy Tomhav-Cornell	150		150		150		150		150		150
Health Sciences Consortium	Tim Whitcomb	75Q			70			70	71	75Q		
Health Sciences Consortium	Susan Goodale	20		80	90		80			80		
Psychoanalytic Society	Lauren Linn	100	105		115	121		121X		122X		60
Sheer Design	Mary MacRae	120			120Q	121		122	122Q			
Stewart Design	Megan Souleles	50		52		52			50			60
CH Associates	Jan Loftus	40	40	40			40		40		40	50
Kingston Body Shop	Arlene Stepputat	40			40				40			40
Heard & Associates	Howard Harvey	45	50		60				60			
Standard Tools & Equipment	Catherine Kemak	45		45			45			59P		100
Standard Tools & Equipment	Kathleen Kramer										20	
Clipton Corporation	Keith Loebel	40			50			60			70	
Association of School Administrators	Julie Brenner	115		120	121		122		123			124Q
Auto Dealer Association	Michelle Bynum	30		40	41	42	42D					
Reba & Roses	Jim Murelo	30		40	41	45		45			45	
Reba & Roses	Diane Armitage	30		40	45	50		60	100			
Textile Chemists & Colorists	Tony Dutzig	30		40	41	50		51			51	51
Pharmacy Technicians	Elizabeth Riddleton	30			40	50			50			50
Social Health Association	Kira Krill	30			40	41		41		45		45
Appraisal Institute	Alissa Sears	30			40	41		42			45	
Association For Population/Family Planning	Janet James	90	100	105				120	121R			
Association For Population/Family Planning	Susan Tschech								20		40	50
Association For Population/Family Planning	Kathleen Sullivan								20		40	
Biocommunications Association, Inc.	Beverly Schwartzberg	0				50	40		41	42D		
Brewers Association Of America	Nan Anderson	0				50	40		41			50Q

0 Raw suspect
10 Suspect added with knowledge of company's printing needs
20 Suspect added via referral
30 Pre-approach research complete
40 Introductory letter(s)/package sent
50 First face-to-face meeting completed successfully
60 Second face-to-face meeting completed successfully
70 Continuing with follow-up plan; this prospect is definitely receptive
80 This prospect has decided to buy but has no immediate need. First order expected within 90 days.
90 First order expected within 30 days
100 First order received
105 First Order Satisfaction Assured
110 Product Opportunity/People Opportunity Evaluations
115 Maximization Plan In Place
120 Maximization Efforts
150 Maximized Customer!

D Permanent Disqualification
R Recycle (Reminder Set)
Q Open Quote/Proposal
X Product Opportunity Order
P People Opportunity Referral

- WO1 Rich Brown will centrally manage personnel tracking database in WOSM Office.

This database will track changes in:

- Prerequisite Schools
- NCOER's
- Security Clearance
- Medical Readiness
- State OSM & CCWO will be the sole authority to drop participants from the program.

Timeline

- Phase 1: 01OCT12 – 28FEB13
- Phase 2: 01MAR13 – 31MAY13
- Phase 3: 01OCT12 – 30SEP17

- Federal Recognition Boards held monthly at JFHQ-J1 on 3rd Friday.
- WOCS classes begin every two weeks at Ft Rucker.
- RC-WOCS at 138th RTI: April – September annually (one

Coordinating Instructions

- BDE & BN Commanders will include Warrant Officer accessions on their OER Support Forms.

- BN Commanders will ensure soldiers identified for D2P are considered a priority for schools that are required by the DA Proponent.

- Soldiers identified for D2P will be retained within BN or BDE, if possible upon commissioning.

Coordinating Instructions

- OSR's & WOSM's will have D2P Candidates and their Commander sign a Memorandum of Agreement to formally enter the D2P Program.

- Candidates that don't receive "Among the Best" ratings on NCOERs should be considered for removal from D2P.

- Commanders must ensure that soldiers are rated accurately for outstanding duty performance.

Coordinating Instructions

- Only Soldiers meeting the basic requirements for D2P will be enrolled into the Program.

- Once all prerequisites for WOCS have been met, OSR's will submit a Pre-Determination Packet to the WOSM for Review and Submission to the appropriate DA Proponent.

- OSR's will ensure that WOC's complete Chapter 2 Physical, FEDREC, and ship to WOCS.

Stakeholders

- BN & Unit Commanders
- BN CSM’s and Unit 1SG’s
- BN & Unit Full-Time Staff
- INARNG Warrant Officer Corps

Marketing Plan

- Give-aways:
  - Knives with Rising Eagle emblem
  - T-Shirts & Cups with Rising Eagle
  - iPhone Covers
  - Camelback Water Bottles
- Informational DVD’s

Annual Goals

Current Fill %:	64%
End of FY2012:	69%
End of FY2013:	75%
End of FY2014:	82%
End of FY2015:	90%
End of FY2016:	98%
End of FY2017:	100%+

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External Requirements for Success

- Warrant Officer accessions to be part of all Brigade and Battalion Commanders' OER Support Forms.

- State CCWO to mandate the Recruit Your Replacement program as part of all CW2 and above OER Support Forms.

- J-3 to support all D2P participants with tracking numbers receive highest priorities for prerequisite ATRRS training.

External Requirements for Success

- J-1 to support the D2P “Re-Class” initiative.

- J-3 to publish OPORD written by Team OP at the conclusion of Phase 1: Senior Commander Briefings.

Questions?